

EMPLOYERS EXCEL IN ON-TIME REPORTING

PERSI wants to congratulate employers for major improvements over the past year in submitting payroll information and making transmittals on time. The number of late payroll reports and contribution transmittals has been significantly reduced since this time last year. The primary reasons employers give for late reporting are getting signatures for checks, simply forgetting, and computer problems.

The PERSI Employer Service Center (ESC) is always ready to help employers who might be experiencing problems with their transmittals

or in achieving on-time reporting. Employers can call ESC with questions and any of the seven staff members will gladly provide answers or offer suggestions on ways to rectify specific situations. Employers can call either of the two dedicated phone numbers established to reach the ESC staff. The number for employers in the Boise area is (208) 287-9525; other employers can call using the toll-free number, which is 866-887-9525. PERSI thinks every employer deserves a round of applause for making a concerted effort to improve their on-time reporting. Keep up the good work!

ATTRACTING AND RETAINING QUALITY EMPLOYEES

- Why it pays to sell the benefits of PERSI membership -

Recruiting and retaining qualified personnel can be quite challenging. Having the right person in the right position is a key element in any organization's success, so it's important to do everything you can to attract and keep talented people. Finding quality staff and replacing staff who leave is expensive and time-consuming. PERSI membership can help employers attract and retain personnel.

PERSI Membership Sets You Apart

- Be sure to include something about PERSI membership in all your recruitment efforts. It is a key benefit that comes with the job...let potential employees know about it. It sets you apart from other organizations and businesses.
- Let potential employees know they can receive a lifetime retirement benefit if they remain in an "eligible" position for 5 years and become vested...and the longer they remain with a PERSI-covered employer, the greater their benefit will be.
- Unlike many employers who only offer a



defined contribution plan, as a PERSI employer your staff is able to contribute to the Choice Plan 401(k)...and enjoy the guaranteed security of the defined benefit plan (Base Plan) once they are vested.

- PERSI membership affords your employees the opportunity to increase the amount of service used in their benefit calculation through a purchase of service...a benefit not available everywhere.

The average lifetime monthly benefit paid to PERSI retirees in 2005 was \$1127. This benefit along with personal savings, Choice Plan savings, and Social Security will help your employees enjoy a more comfortable and financially secure retirement. Talk to potential new employees – and remind existing employees – about the benefits of PERSI membership.

UNDERSTANDING YOUR ROLE AS A PERSI EMPLOYER

Have you ever thought about your role as a PERSI employer? If not, we encourage you to think of yourself as PERSI's partner in success.



Working as a Partner with PERSI

- Without you as a partner, PERSI cannot administer the Plan. You are relied upon to provide the necessary payroll information and transmit member contributions so benefits can be calculated and paid.
- Employer contributions help fund benefits for the PERSI members you employ. Even the contributions you make on behalf of members who leave covered employment before becoming vested are retained in the trust fund to help cover benefits.
- By sharing your questions and insights at the annual Employer Meetings held each spring, you help PERSI understand areas in need of improvement. Responsible partners engage in ongoing communications, and take action where needed. Your role as a partner is to bring up topics

of concern, and our role is to respond with useful information aimed at making your job easier or more efficient.

- Employers who participate at PERSI board meetings are able to influence the decision-makers. Your input ensures PERSI is meeting the needs of its entire membership. For those employers who've never attended a board meeting but are interested in doing so, the meeting schedule can be found on the PERSI Web site at www.persi.state.id.us. The agenda and approved minutes of previous meetings are also posted. Go to the PERSI home page under the *About PERSI* tab, click on *Retirement Board* on the drop-down menu.
- As a partner, employers help PERSI manage expenses by carefully and thoughtfully making compensation decisions. If an employer dramatically increases an employee's pay just before they retire, or uses other means to increase their compensation (pay spiking), it impacts the costs of the Plan by artificially increasing the member's retirement benefits. Increased expenses can result in the need to increase contributions. PERSI tries to keep contribution increases under control. (See *below*).

PERSI is proud to be in partnership with nearly 700 employers throughout Idaho. Working with the right partners almost always ensures success.

REMINDER: CONTRIBUTION RATE INCREASE POSTPONED

Although this has been reported previously (*News To Use*, December 2005), PERSI wants to remind employers the contribution rates will not be increased this year. For the second year, the Retirement Board postponed the planned contribution rate increase. No increase is slated until July 1, 2007. Like past postponements, this one is attributed to the solid financial position PERSI has achieved. This stability is the result of conservative decisions by the Retirement Board, shrewd investment strategies employed by Chief Investment Officer Bob Maynard, sound leadership by Executive Director Alan Winkle, and the dedication and commitment of the entire PERSI staff.

Notes

PERSI staff received a Certificate of Appreciation from the Boise Ronald McDonald House (RMH) for contributing pull tabs for the RMH recycling program. PERSI placed RMH collection containers in its break room, making it easy for the staff to remove the pull tab from their soda cans, place the tab in the RMH container, and then toss the soda can into a secondary recycling bin. It's a win-win situation...PERSI helps RMH and is also able to recycle cans for other purposes.